



Role Profile: Associate
Location: Bahrain
Level: Mid / senior level

Overview

Three Crowns was founded by specialist international arbitration advocates in the belief that international disputes call for focused advice and advocacy. The firm engages primarily in complex, high-value disputes, and counts among its clients many industry leaders and sovereign states. The firm has grown significantly in each of its three original offices—London, Paris, and Washington, DC—and now comprises 13 partners and approximately 90 employees.

In October 2019, the firm opened a fourth office in Manama, Bahrain. The firm seeks two ambitious associates to join a growing team in Bahrain that is led by two resident partners and will be fully integrated into the firm’s global team. Associates based in the Bahrain office will service clients and matters all over the world, but with a focus on clients and disputes based in the Middle East.

Three Crowns offers a unique opportunity to associates who are committed to a career in international arbitration. Throughout the lifecycle of each dispute, associates work closely with the firm’s industry-leading partners, providing direct, hands-on training and mentorship. The firm’s regular representation in high-profile, high-stakes disputes permits associates an opportunity to not only practice in international arbitration, but to shape it. Consistent with the approach taken throughout the firm’s offices, associates in the Bahrain office will have opportunities to work together with partners and associates in the firm’s other offices.

The role

Associates work with partners and colleagues across the firm on high value, complex international arbitration cases – principally disputes arising under international commercial contracts and international investment treaties. The role will include:

- Assisting partners with advising and representing clients in, and in relation to, commercial arbitration, investment treaty arbitration and public international law matters.
- Conducting research, reviewing documents, drafting advice, correspondence and pleadings, gathering evidence and assisting with the preparation of witness and expert evidence, in relation to such proceedings.
- Liaising with clients, witnesses and experts, tribunals and opposing counsel.

Summary of candidate profile

- Experience of working within a leading dispute resolution practice, chambers or other related organization, ideally including experience working on high value, complex international investment and/or commercial arbitration.
- Strong and proven dispute resolution technical skills and experience of working under the principal international arbitration rules.
- Proven ability to understand and investigate complex technical matters: this may come from academic achievement in areas such as mathematics or the sciences, or experience with tasks requiring strong analytical and logical reasoning (e.g. quantum analyses or technical subject matter); a desire to practice as a specialist arbitration lawyer.
- Desire to develop and use their oral and written advocacy skills.
- Excellent academic background.
- Full business proficiency in English.

Key skills, experience and attributes

- Capable of identifying relevant lines of research, selecting appropriate sources and tools, and implementing rapidly with appropriate levels of depth, care and creativity.
- Ability to analyze the most complex legal and factual problems and to identify challenges and solutions to a client's case.
- Strong understanding of the substantive and procedural aspects of contract and treaty arbitration law and practice, ideally within the Middle East and/or with Middle Eastern clients.
- Strong and proven technical skills in the field of international commercial arbitration and investment treaty arbitration with experience of working under the principal international arbitration rules.
- Ability to manage competing demands and work effectively to meet deadlines.
- Exceptional attention to detail and accuracy in all written work.
- Ability to write clearly, economically and persuasively in support of the client's case.
- Rigour, accuracy, and ability to structure written work product to suit demands of the case.
- Ability to orally present a client's case confidently, succinctly and persuasively, while maintaining accuracy and credibility with a tribunal.
- Ability to manage work professionally and efficiently using commercially sound management practices that serve the best interests of the firm and its clients.
- Ability to communicate effectively with individuals, teams and clients at all levels and able to present confidently and with authority.
- Preference for verbal and written fluency in Arabic. Other languages will be a plus.